

CHAPTER 5

CONCLUSION AND SUGGESTION

5.1. Conclusion

The author had form the conclusion that :

1. Compensation has a significant positive relationship on job satisfaction. Therefore, the first research hypothesis which states that compensation has a significant relationship to job satisfaction is supported. This means, when the compensation is increased, then the job satisfaction will also increase otherwise when compensation decreases then job satisfaction will also decrease.
2. Work environment has a significant positive effect on job satisfaction. Therefore, the second research hypothesis which states that the work environment has a significant positive effect on job satisfaction is supported. This means, when the work environment is increased, then the job satisfaction will also increase otherwise when work environment decreases then job satisfaction will also decrease.
3. Job satisfaction has a significant positive effect on employee loyalty. Therefore, the third research hypothesis which states that the job satisfaction has a significant positive effect on employee loyalty is supported. This means, when the job satisfaction is increased, then the employee

loyalty will also increase otherwise when job satisfaction decreases then employee loyalty will also decrease.

5.2. Suggestion

5.2.1. Academic Suggestion

There are several considerations needed to develop and expand further research, that is: 1) Research can expand research samples by examining male and female employees, and can examine other sectors than the production sector. So, that the results of research can be compared between sectors. 2) In addition, further research is expected to add variables to find out other things that can affect job satisfaction and employee loyalty such as employee empowerment, decision makers, and leadership styles.

5.2.2. Practical Suggestion

Proposed suggestions related to the research conclusions are as follows:

1. The lowest average value of compensation is the statement of overtime wage if working exceeds normal working hours, preferably the owner of the company to provide overtime wages to employees but still supervised by the company so that wages provided to employees can be used by employees for the needs of employees and so employees not continuously taking overtime.

The lowest average value of employee loyalty is if the company suffers a setback the employee will not leave the company, but keep working so the company can bounce back. Employees should keep working despite the company's decline, because it can increase the value of the company. The positive impact of increasing corporate value can be felt in the long term that results can be enjoyed by employees as well.

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